

CAEP Annual Reporting Measures ITP

Measure 3: Satisfaction of Employers and Employment Milestones

Scorecards- Perceptions and Retention Domain

Please note: DE Educator Preparation Scorecards are published every two years by the Delaware Department of Education. The 2018 Scorecards included below are the most recent. The 2020 Scorecards will be available in October 2021.

Evidence

Description of Evidence: The evidence section below presents data from the **Perceptions Domain** of the scorecards to document the **satisfaction of employers** with the relevance and effectiveness of the preparation of WilmU graduates, and from the **Retention Domain** which scores the educator preparation program's track record of preparing program graduates who **continue to serve** in public education in Delaware.

In 2009, stakeholders from the Delaware Department of Education (DDOE), the Delaware State General Assembly, Educator Preparation Programs in Delaware, and the Delaware State Education Association came to consensus on teacher quality and teacher preparation reforms while drafting the state's application for the federal Race To The Top grant (RTTT). Delaware was awarded the RTTT grant in 2010 and immediately sought to raise standards for admission into and exit from educator preparation programs in the State. In 2013, Governor Jack Markell [signed these reforms into law](#) through Senate Bill 51 and its accompanying amendments to Regulation 290, and did so in a ceremony held at Wilmington University.

The educator preparation program reports are intended to provide a holistic view of a program based on quantitative and qualitative measures that are indicators of a program's ability to recruit and train effective educators and aligned with the program standards expectations set forth by CAEP. Please click on the following links for more detailed information about the program standards, data collection, scoring, and program renewal, probation, and revocation:

[Educator Preparation Program Guide](#) and the [Delaware DOE Technical Guide: Ed Prep Scorecards](#). Delaware's program reports consider the past five years of program data.

The program reports are comprised of the following six domains (Table 1).

Table 1: Delaware Educator Preparation Scorecard Domains	
Recruitment	The Recruitment domain scores the educator preparation program's ability to cultivate a diverse, accomplished student body with the potential to be outstanding future educators.
Candidate Performance	The Candidate Performance domain scores the educator preparation program's ability to prepare aspiring educators with the knowledge and skill required to be first-day ready, as measured by required content knowledge and performance assessments.

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Employment & Placement	The Employment and Placement domain scores the educator preparation program's performance in preparing educators who become employed as teachers or specialists, launch their careers in Delaware's schools, and considers the subset of those who student teach in the state-identified high-needs schools.
Retention	The Retention domain scores the educator preparation program's track record of preparing program graduates who continue to serve in public education in Delaware.

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Table 1: Delaware Educator Preparation Scorecard Domains	
Graduate Performance	The Graduate Performance domain scores the educator preparation program's performance in Delaware's classrooms and schools. The four metrics included consider the outcomes of program graduates' students, the qualitative aspects of program graduates' practice, and administrators' overall assessment of program graduates' performance.
Perceptions	The Perceptions domain scores the educator preparation program's performance based on feedback collected from program graduates and their supervisors.

Tables 2 and 3 below further defines the metrics from the **Perceptions Domain** that highlight the satisfaction of **supervisors** and the **Retention Domain** regarding the educator preparation program's track record of preparing program **graduates who continue to serve** in public education.

Table 2

Perceptions Metrics Preparedness, Supervisor Survey	
Metric Description	Reported here is an index of the perceptions that supervisors have regarding the preparedness level of the recent graduates they supervised.
Minimum Standard	2.80
State Target	3.90
Historical Performance	Average = 3.16 10 th percentile = 3.00 90 th percentile = 3.34
Description of Calculation	First, answer choices on the survey are given a numerical value with 1 being the lowest level of agreement and 4 being the highest level of agreement. Then, an average of each supervisor's responses on the survey for a given graduate is calculated. Next, the median of the supervisors' averaged responses for each graduate is taken by program.
Universe	Included are educators graduating from an identified educator preparation program between years 2014-15 through 2016-17, inclusive.
Exclusion Rules	Excluded are programs that had fewer than 10 graduates respond or had less than a 30% response rate.

Table 3

Retention Metrics Retention Beyond Year One	
Metric Description	Reported here is the proportion of graduates placed in Delaware who continue working in public education in Delaware beyond their first year of employment.
Minimum Standard	80%
State Target	95%
State Performance	Average = 95% 10 th percentile = 91% 90 th percentile = 100%
Description of Calculation	First, identify graduates of a program whose first year of teaching in Delaware was in the 2012-13 through 2016-17 school years (t). Then, to assess beyond year one retention rate, identify

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	if the educator was present, in any employment capacity or location in Delaware, in the following fall's snapshot ¹² (t+1).
Universe	Included are educators who graduated from an identified educator preparation program in the 2012-13 through 2016-17 school years, inclusive.
Example Calculation	An educator preparation program graduates 30 students between 2012-13 through 2016-17, inclusive, and 25 (83%) continue working in public education in Delaware the school year after the school year in which they are first employed in or after the year of their graduation. This program would earn 20.0% of the available points for this metric, or $(83\% - 80\%) / (95\% - 80\%)$ using the formula $[(\text{Value} - \text{Minimum Standard}) / (\text{Target} - \text{Standard})]$.
Retention Beyond Year Three	
Metric Description	Reported here is the proportion of graduates placed in Delaware who continue working in public education in Delaware beyond their third year of employment.
Minimum Standard	65%
State Performance	Average = 74% 10 th percentile = 62% 90 th percentile = 85%
Description Of Calculation	First, identify graduates of a program whose first year of teaching in Delaware was in the 2012-13 through 2014-15 school years (t). Then, to assess beyond year three retention rate, identify if the educator was present, in any employment capacity or location in Delaware, in the following fall's snapshot ¹² (t+1), as well as if the educator was consecutively present for the following two fall snapshots (t+2 and t+3).
Universe	Included are educators who graduated from an identified educator preparation program in the 2012-13 through 2014-15 school years, inclusive.
Exclusion Rules	None
Minimum N	10
Average	Institution and state averages are calculated in the same manner as above, but represent the rate for each institution or the state as a whole, respectively.
Example Calculation	An educator preparation program graduates 20 students between 2012-13 through 2014-15, inclusive, and 15 (75%) continue working in public education in Delaware in three consecutive years after the school year in which they are first employed in or after the year of their graduation. This program would earn 50% of the available points for this metric, or $(75\% - 65\%) / (85\% - 65\%)$ using the formula $[(\text{Value} - \text{Minimum Standard}) / (\text{Target} - \text{Standard})]$.

Evidence

[Delaware Educator Preparation Scorecards](#) and the [Delaware Survey Results 2016-2019](#) present data which emanated from the Perceptions Domain of the scorecards. These survey results include all initial program completers. Specific evidence is further disaggregated for each initial program below.

Bachelor of Science K-6

Below are links to the full Supervisor Survey and the Educator Preparation Scorecard for Bachelor of Science K-6 highlighting the **Perceptions** and **Retention Domains (CAEP Standard 4.3)**.

Perceptions Domain:

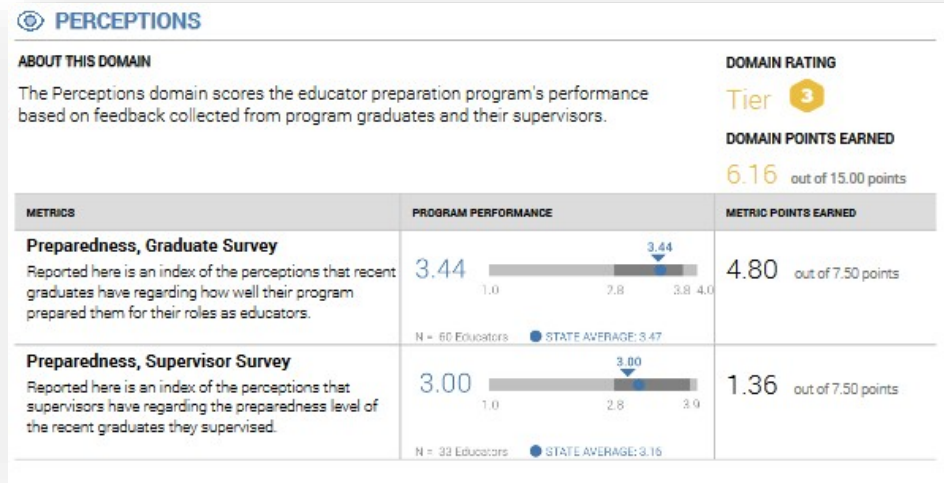
Click here [Bachelor of Science K-6](#) to view the most recent Scorecard and [this link](#) to view the full survey results from 2019. Below is a screenshot of this domain rating for 2015 (pilot year), 2016 and 2018. An overall rating for this domain was not available for 2015 .

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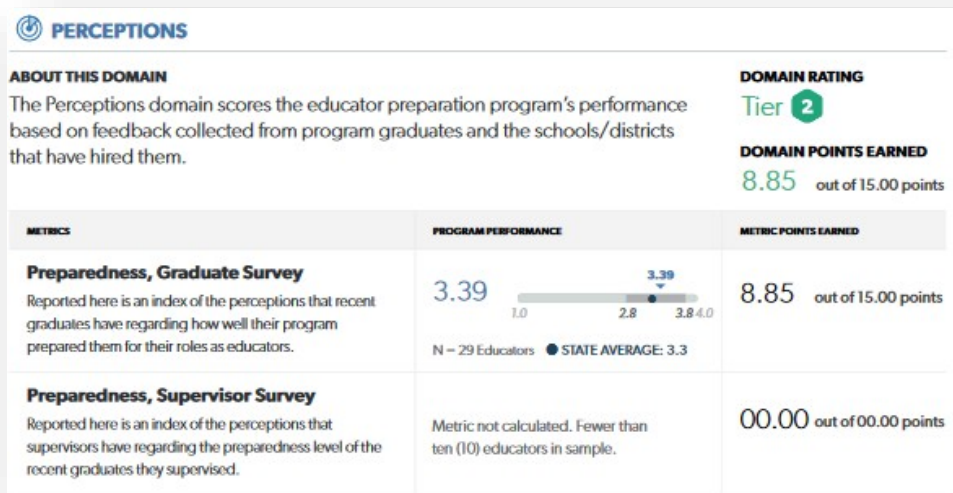
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Scorecards- Perceptions and Retention Domain

2018 Ed. Prep. Scorecard Bachelor of Science K-6 - Perceptions Domain



2016 Ed. Prep. Scorecard Bachelor of Science K-6 – Perceptions Domain

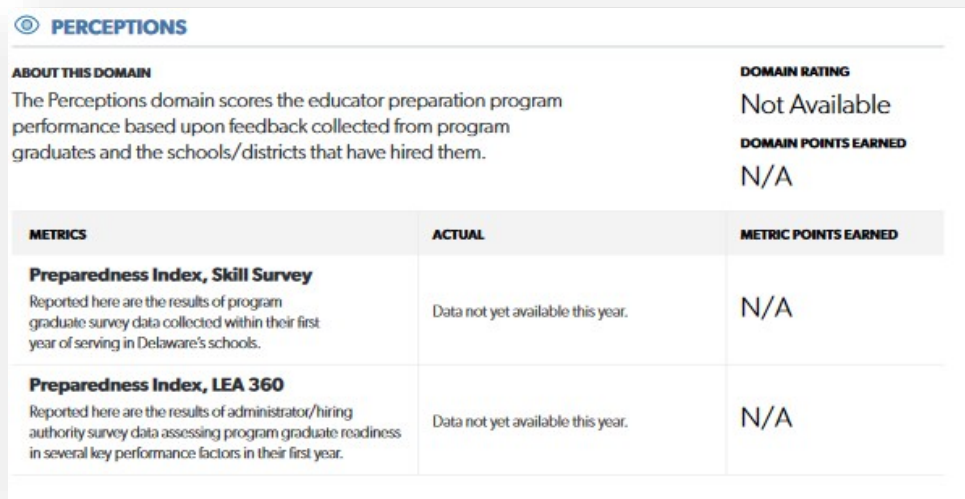


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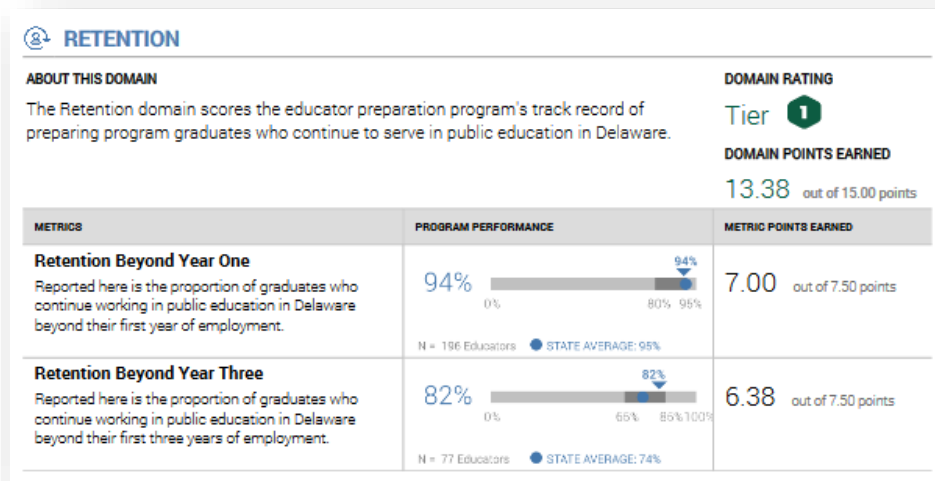
2015 Ed. Prep. Scorecard Bachelor of Science K-6 – Perceptions Domain



Retention Domain:

Click on this link [Bachelor of Science K-6](#) to view the most recent program scorecard. Below is a screenshot of this domain rating for 2015 (pilot year), 2016, and 2018.

2018 Ed. Prep. Scorecard Bachelor of Science K-6 – Retention Domain

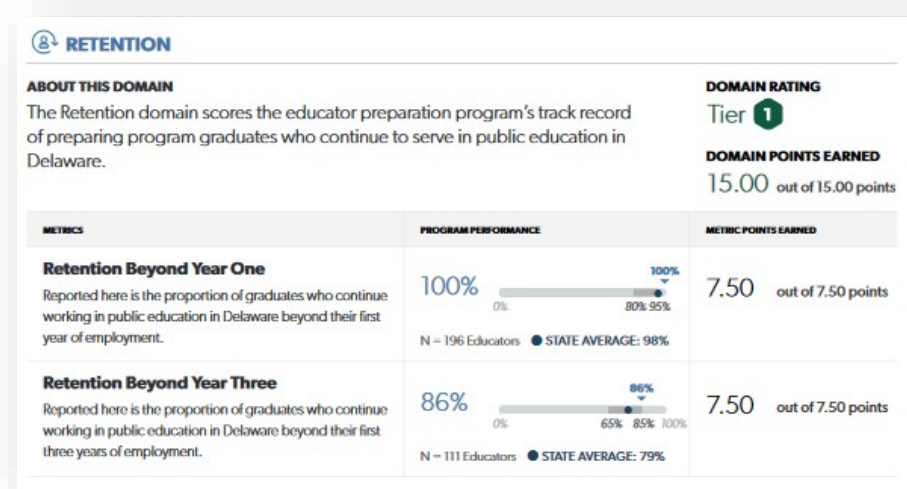


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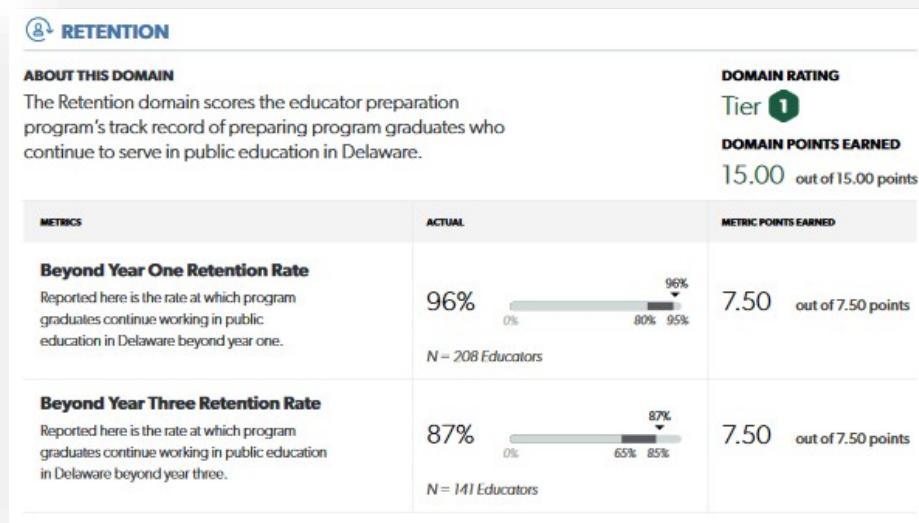
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Scorecards- Perceptions and Retention Domain

2016 Ed. Prep. Scorecard Bachelor of Science K-6 - Retention Domain



2015 Ed. Prep. Scorecard Bachelor of Science K-6 – Retention Domain



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Scorecards- Perceptions and Retention Domain

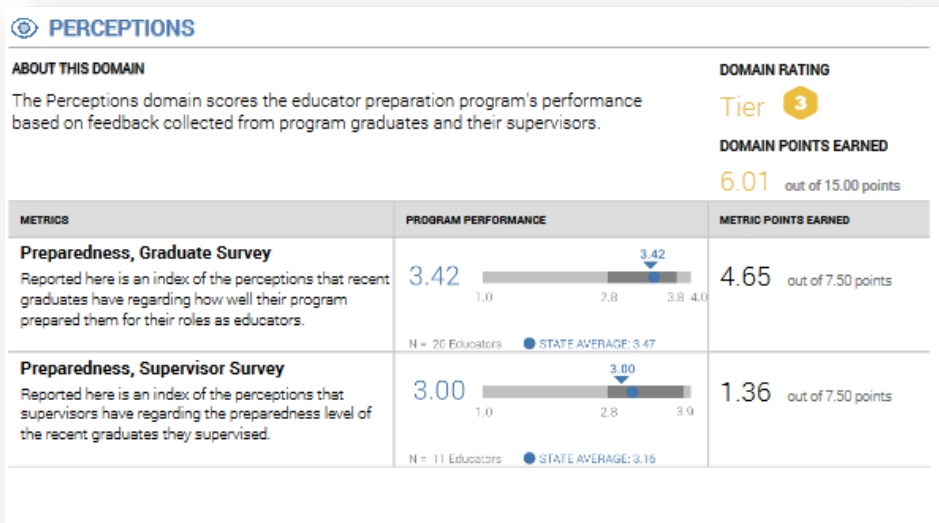
Bachelor of Science 6-8

Below are links to the full Supervisor Survey and the Educator Preparation Scorecard for Bachelor of Science 6-8 highlighting the **Perceptions and Retention Domains (CAEP Standard 4.3)**.

Perceptions Domain:

Click on this link [Bachelor of Science 6-8](#) to view the most recent Scorecard and [this link](#) to view the full survey results from 2019. Below is a screenshot of this domain rating for 2015 (pilot year), 2016 and 2018. Domain ratings were not available for 2015 and 2016.

2018 Ed. Prep. Scorecard Bachelor of Science 6-8 - Perceptions Domain



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2016 Ed. Prep. Scorecard Bachelor of Science 6-8 – Perceptions Domain

PERCEPTIONS		
ABOUT THIS DOMAIN The Perceptions domain scores the educator preparation program's performance based on feedback collected from program graduates and the schools/districts that have hired them.		DOMAIN RATING Not Available DOMAIN POINTS EARNED 00.00 out of 00.00 points
METRICS	PROGRAM PERFORMANCE	METRIC POINTS EARNED
Preparedness, Graduate Survey Reported here is an index of the perceptions that recent graduates have regarding how well their program prepared them for their roles as educators.	Metric not calculated. Fewer than ten (10) educators in sample.	00.00 out of 00.00 points
Preparedness, Supervisor Survey Reported here is an index of the perceptions that supervisors have regarding the preparedness level of the recent graduates they supervised.	Metric not calculated. Fewer than ten (10) educators in sample.	00.00 out of 00.00 points

2015 Ed. Prep. Scorecard Bachelor of Science 6-8 – Perceptions Domain

PERCEPTIONS		
ABOUT THIS DOMAIN The Perceptions domain scores the educator preparation program performance based upon feedback collected from program graduates and the schools/districts that have hired them.		DOMAIN RATING Not Available DOMAIN POINTS EARNED N/A
METRICS	ACTUAL	METRIC POINTS EARNED
Preparedness Index, Skill Survey Reported here are the results of program graduate survey data collected within their first year of serving in Delaware's schools.	Data not yet available this year.	N/A
Preparedness Index, LEA 360 Reported here are the results of administrator/hiring authority survey data assessing program graduate readiness in several key performance factors in their first year.	Data not yet available this year.	N/A

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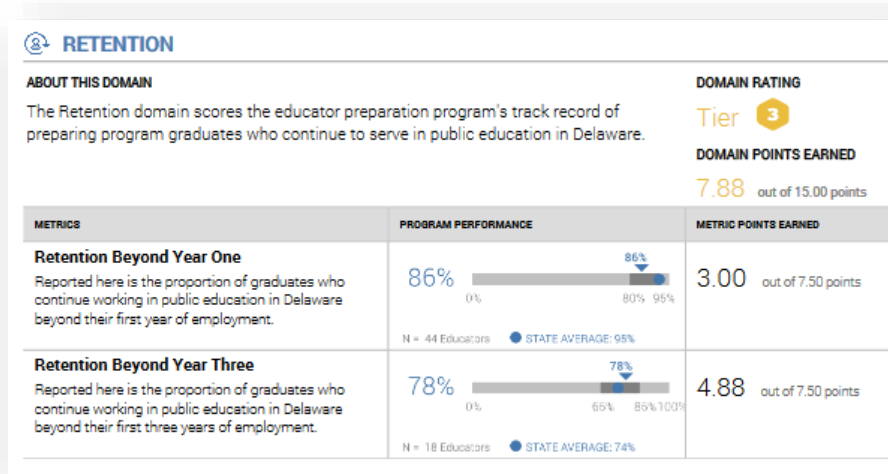
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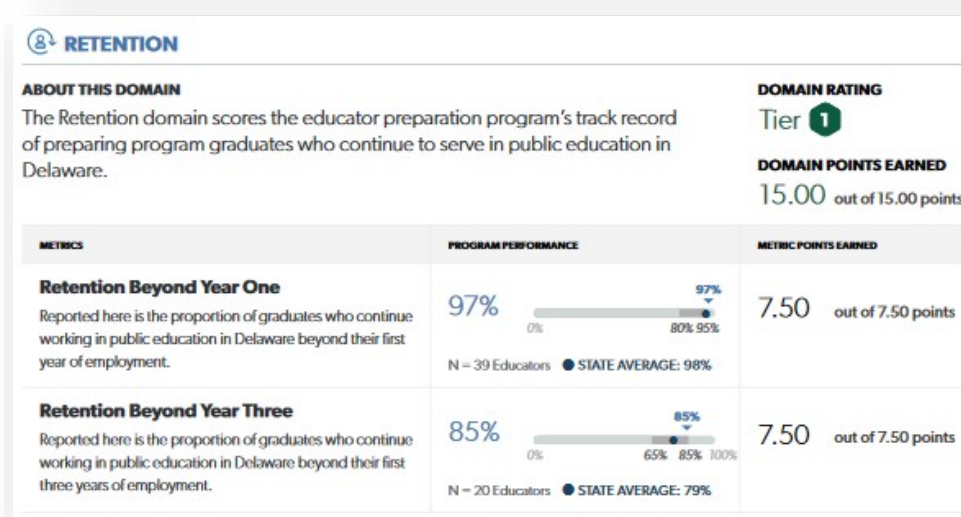
Retention Domain:

Click on this link [Bachelor of Science 6-8](#) to view the most recent program scorecard. Below is a screenshot of this domain rating for 2015 (pilot year), 2016, and 2018.

2018 Ed. Prep. Scorecard Bachelor of Science 6-8 – Retention Domain



2016 Ed. Prep. Scorecard Bachelor of Science 6-8 - Retention Domain

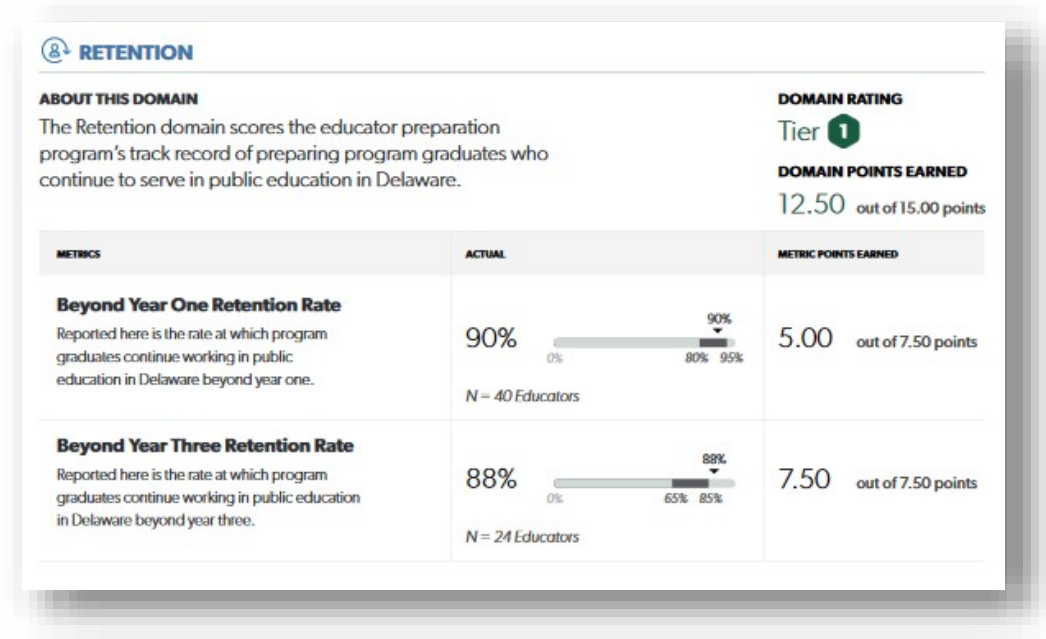


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Scorecards- Perceptions and Retention Domain

2015 Ed. Prep. Scorecard Bachelor of Science 6-8 – Retention Domain



Master of Education Elementary Studies

Below are links to the full Supervisor Survey and the Educator Preparation Scorecard for Master of Education Elementary Studies highlighting the **Perceptions and Retention Domains (CAEP Standard 4.3)**.

Perceptions Domain:

Click on this link [Master of Education Elementary Studies](#) to view the most recent Scorecard and [this link](#) to view the full survey results from 2019. Below is a screenshot of this domain rating for 2015 (pilot year), 2016 and 2018. A domain rating was not available for 2015.

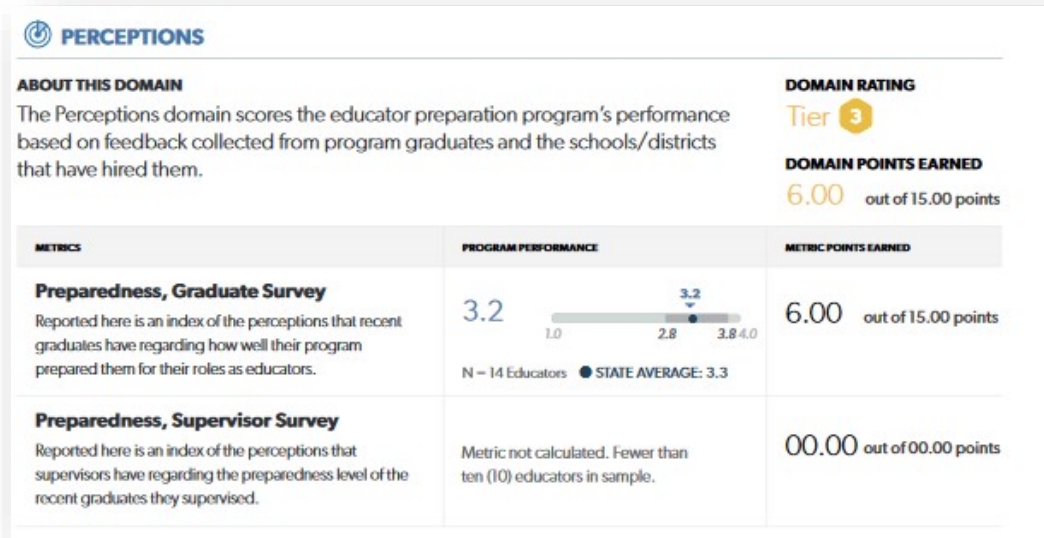
2018 Ed. Prep. Scorecard Master of Education Elementary Studies - Perceptions Domain

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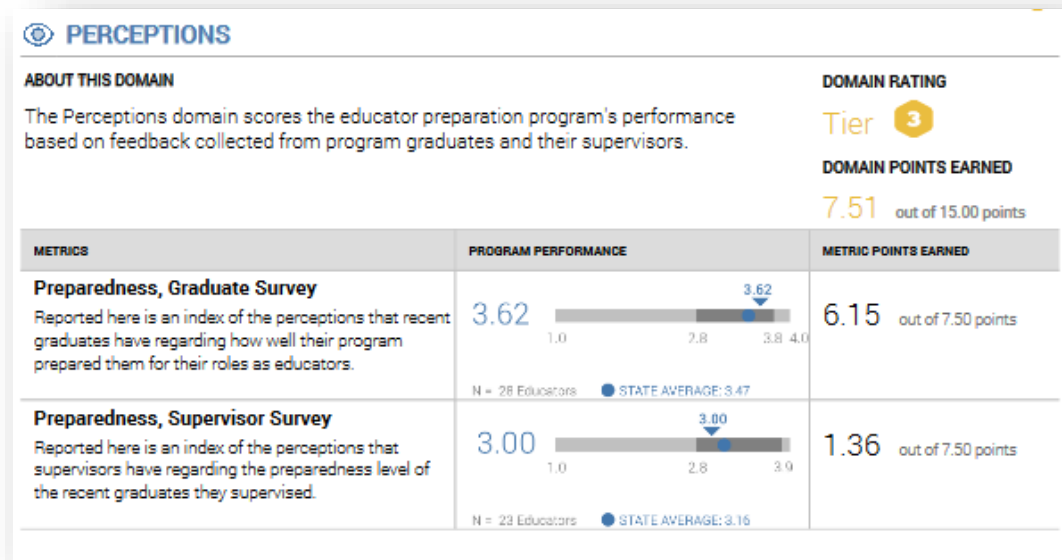
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Scorecards- Perceptions and Retention Domain

2016 Ed. Prep. Scorecard Master of Education Elementary Studies – Perceptions Domain



2015 Ed. Prep. Scorecard Master of Education Elementary Studies – Perceptions Domain



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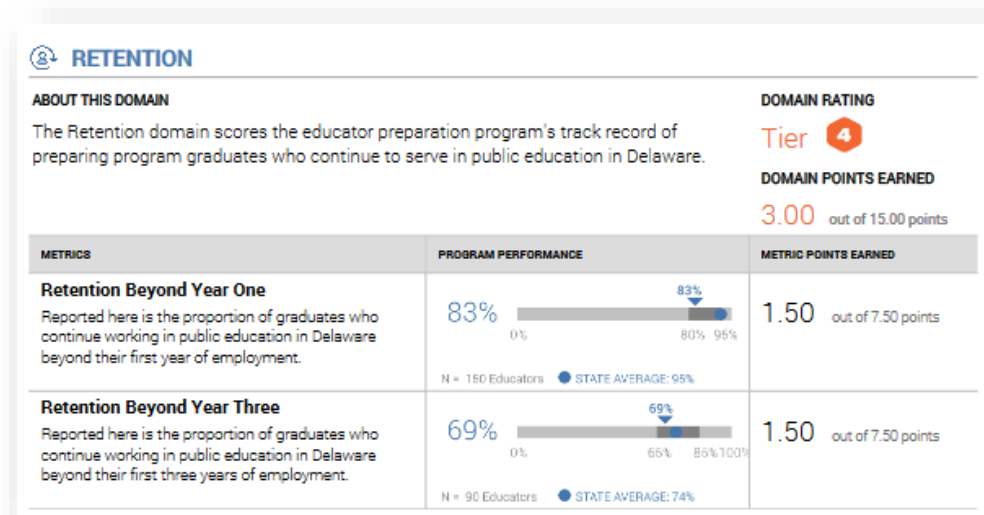
Measure 3: Satisfaction of Employers and Employment Milestones

Scorecards- Perceptions and Retention Domain

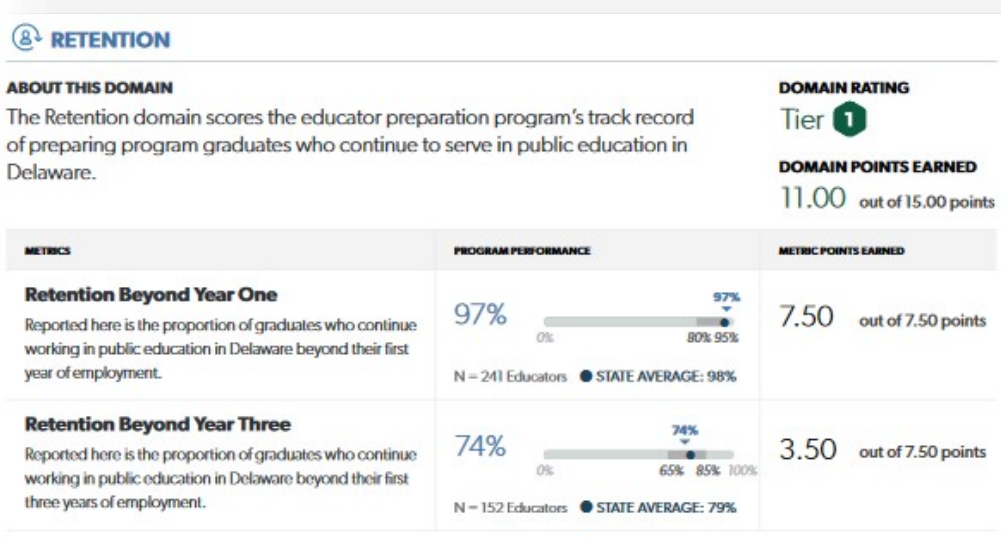
Retention Domain:

Click on this link [Master of Education Elementary Studies](#) to view the most recent program scorecard. Below is a screenshot of this domain rating for 2015 (pilot year), 2016, and 2018.

2018 Ed. Prep. Scorecard Master of Education Elementary Studies – Retention Domain



2016 Ed. Prep. Scorecard Master of Education Elementary Studies – Retention Domain

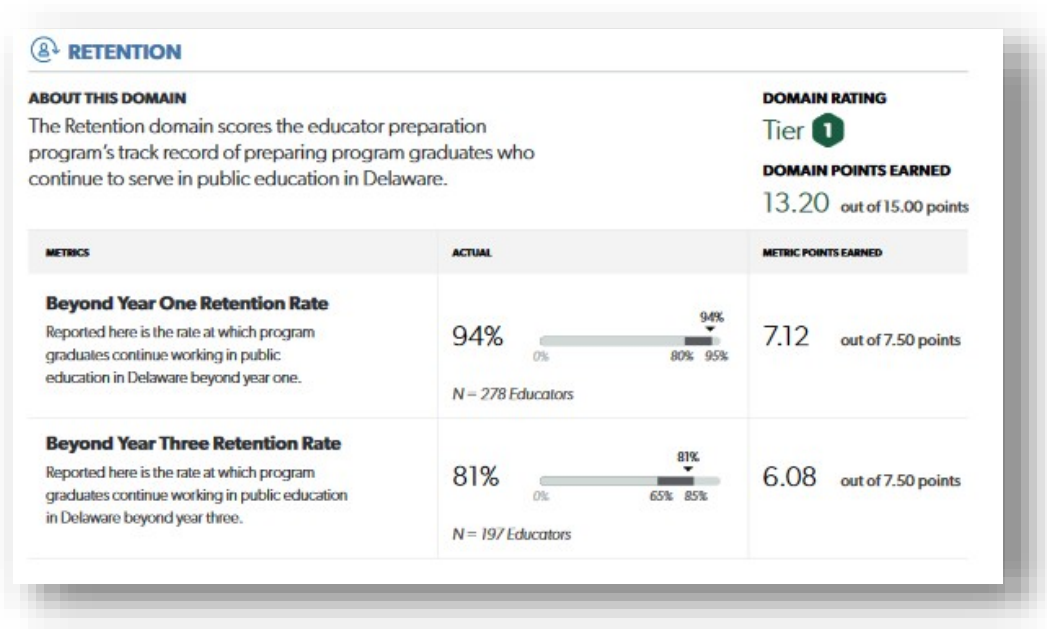


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Scorecards- Perceptions and Retention Domain

2015 Ed. Prep. Scorecard Master of Education Elementary Studies – Retention Domain



Master of Arts in Teaching Secondary Education

Below are links to the full Supervisor Survey and the Educator Preparation Scorecard for Master of Arts in Teaching Secondary Education highlighting the **Perceptions and Retention Domains (CAEP Standard 4.3)**.

Perceptions Domain:

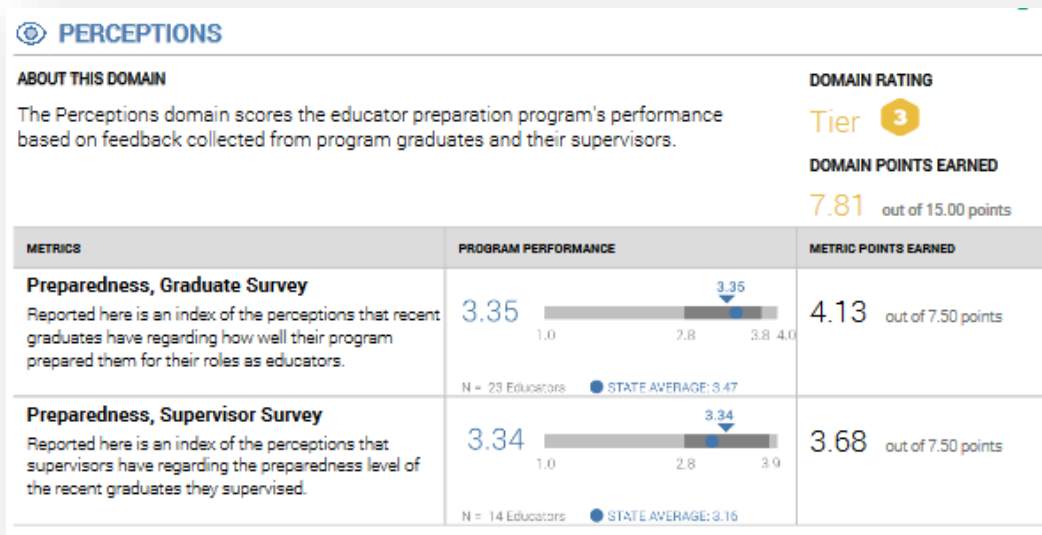
Click on this link [Master of Arts in Teaching Secondary Education](#) to view the most recent Scorecard and [this link](#) to view the full survey results from 2019. Below is a screenshot of this domain rating for 2015 (pilot year), 2016 and 2018. A domain rating was not available for 2015 and 2016.

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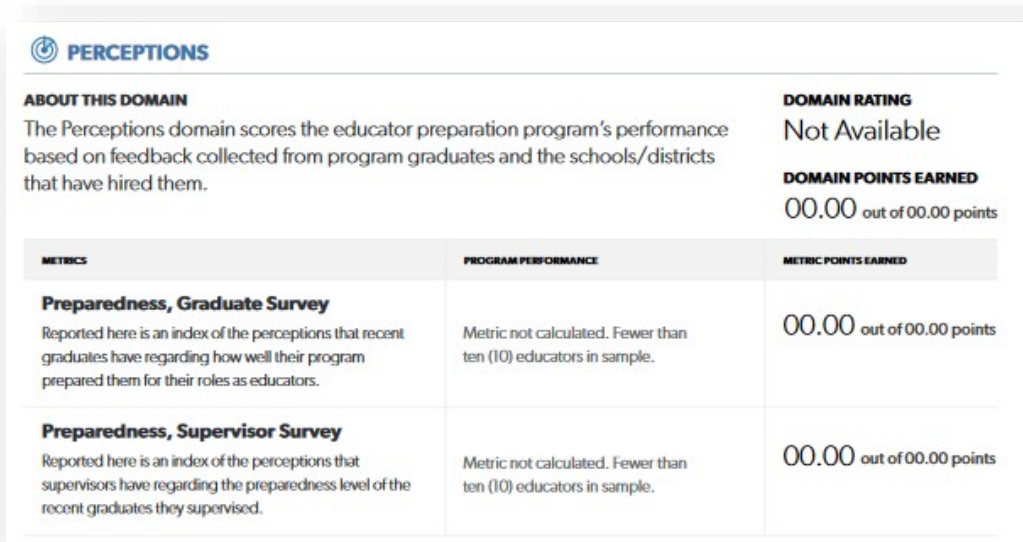
Measure 3: Satisfaction of Employers and Employment Milestones

Scorecards- Perceptions and Retention Domain

2018 Ed. Prep. Scorecard Master of Arts in Teaching Secondary Education - Perceptions Domain



2016 Ed. Prep. Scorecard Master of Arts in Teaching Secondary Education – Perceptions Domain

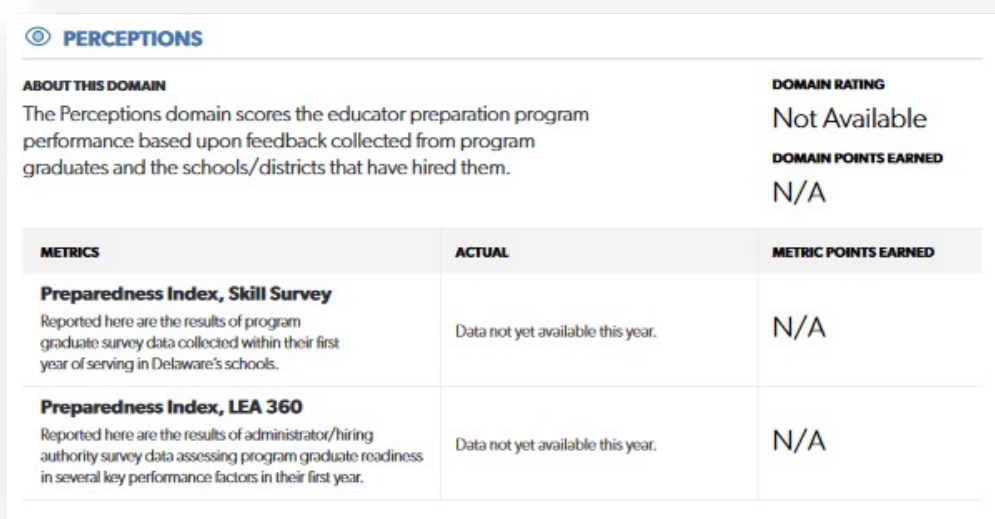


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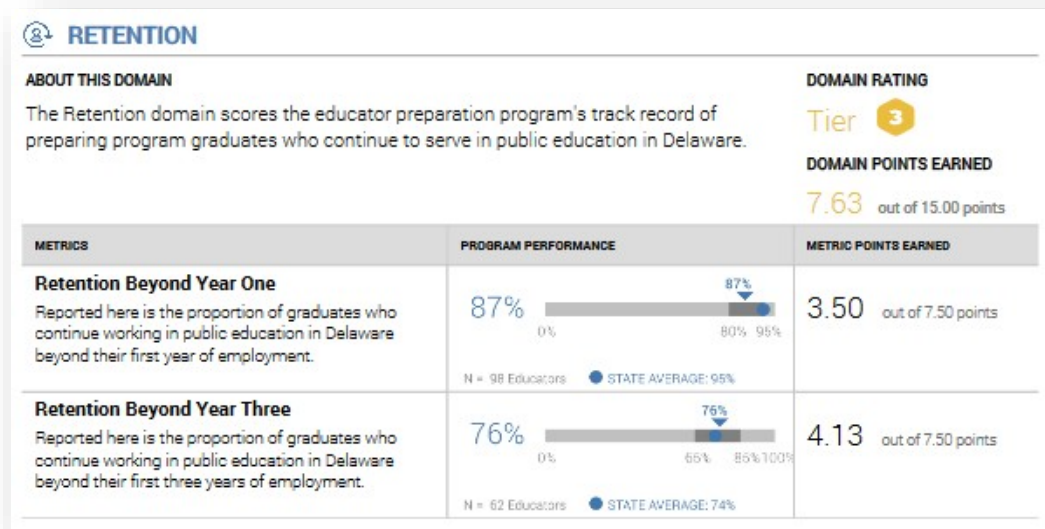
Scorecards- Perceptions and Retention Domain

2015 Ed. Prep. Scorecard Master of Arts in Teaching Secondary Education – Perceptions Domain



Retention Domain: Click on this link [Master of Arts in Teaching Secondary Education](#) to view the most recent program scorecard. Below is a screenshot of this domain rating for 2015 (pilot year), 2016, and 2018. A domain rating was not available for 2015.

2018 Ed. Prep. Scorecard Master of Arts in Teaching Secondary Education – Retention Domain

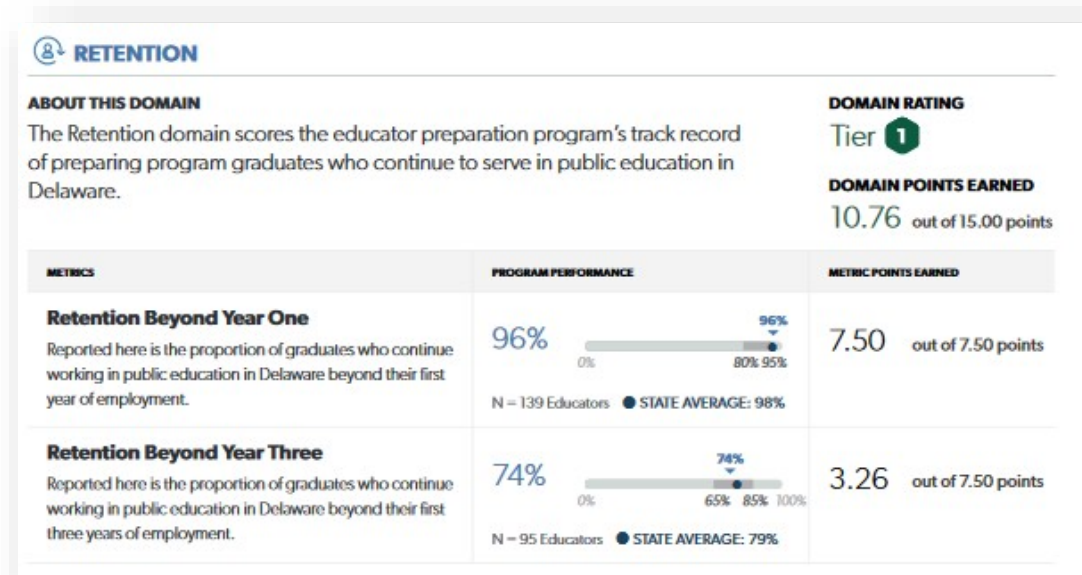


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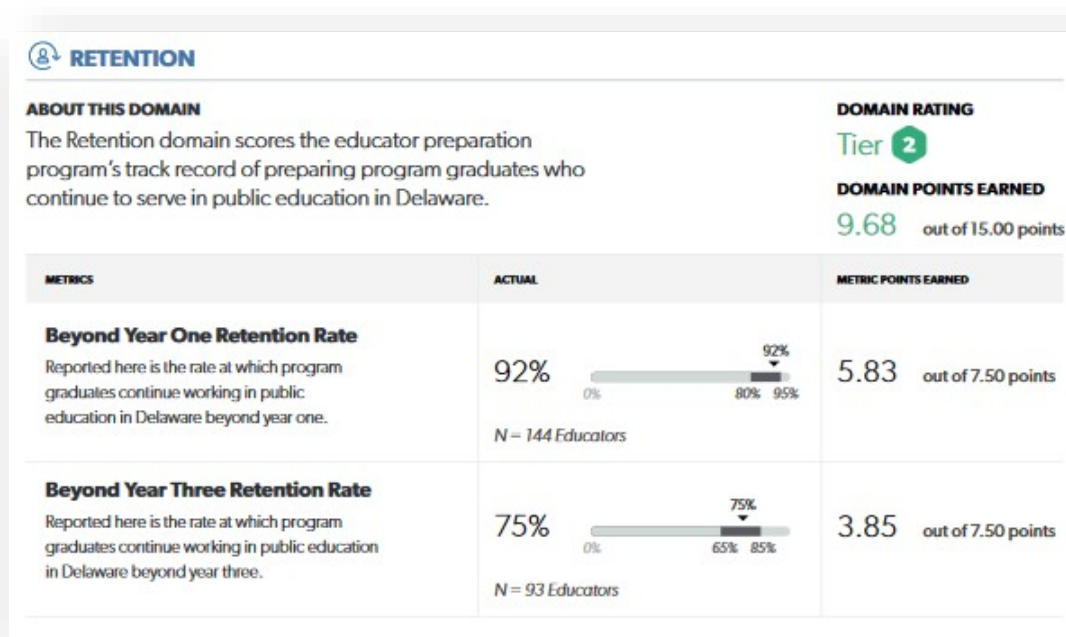
Measure 3: Satisfaction of Employers and Employment Milestones

Scorecards- Perceptions and Retention Domain

2016 Ed. Prep. Scorecard Master of Arts in Teaching Secondary Education – Retention Domain



2015 Ed. Prep. Scorecard Master of Arts in Teaching Secondary Education – Retention Domain



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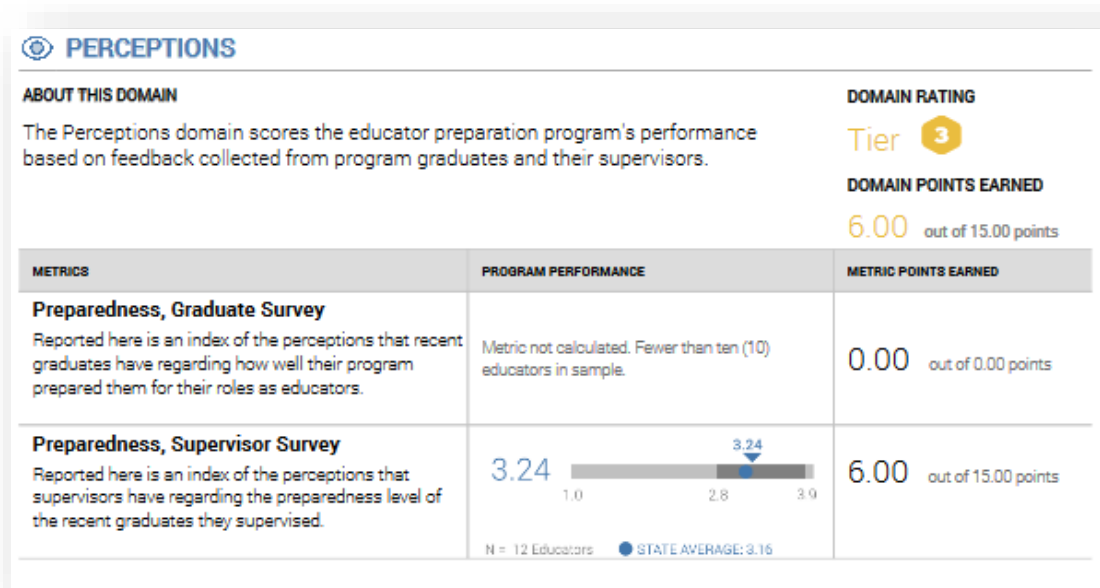
Master of Education Special Education

Below are links to the full Supervisor Survey and the Educator Preparation Scorecard for Master of Education Special Education highlighting the **Perceptions and Retention Domains (CAEP Standard 4.3)**.

Perceptions Domain:

Click on this link [Master of Education Special Education](#) to view the most recent Scorecard and [this link](#) to view the full survey results from 2019. Below is a screenshot of this domain rating for 2015 (pilot year), 2016 and 2018. A domain rating was not available for 2015.

2018 Ed. Prep. Scorecard Master of Education Special Education - Perceptions Domain

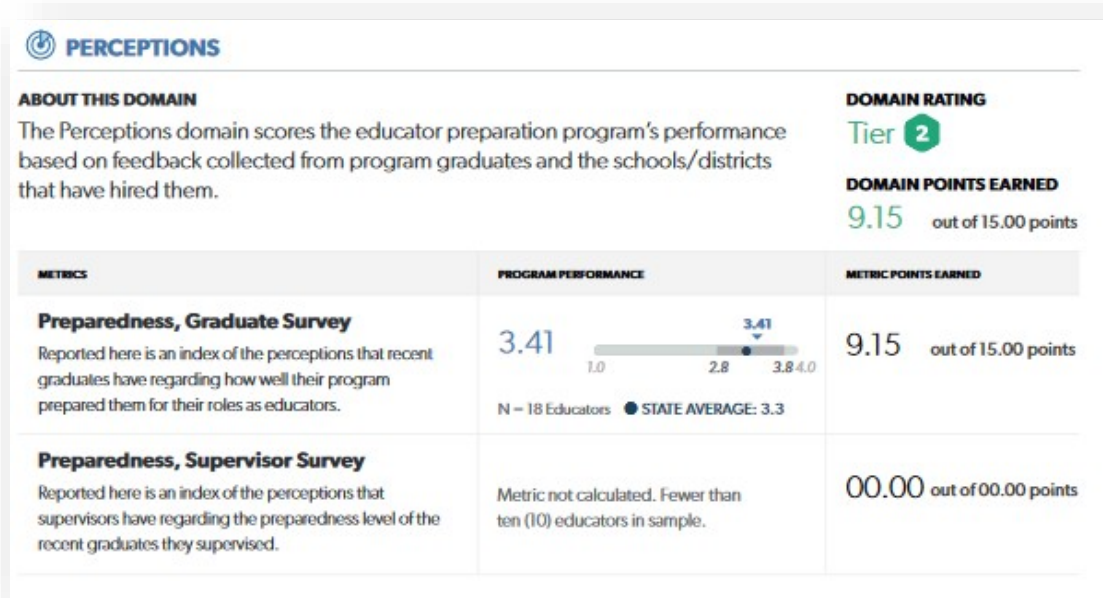


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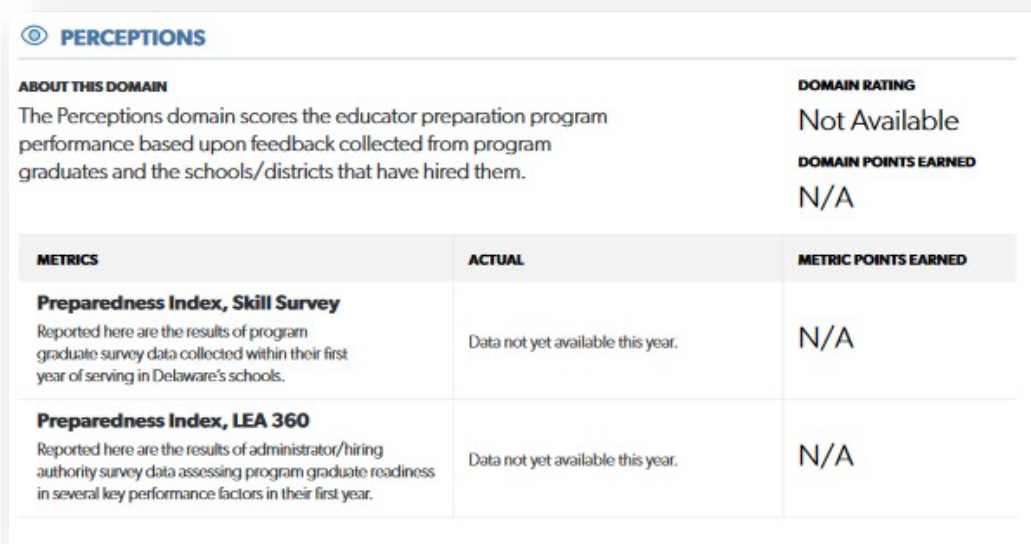
Measure 3: Satisfaction of Employers and Employment Milestones

Scorecards- Perceptions and Retention Domain

2016 Ed. Prep. Scorecard Master of Education Special Education – Perceptions Domain



2015 Ed. Prep. Scorecard Master of Arts Education Special Education – Perceptions Domain



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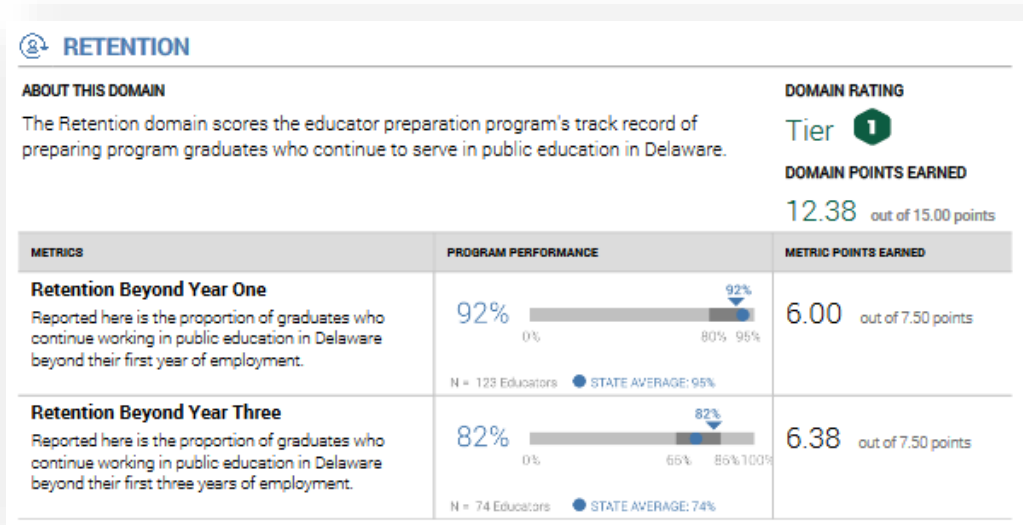
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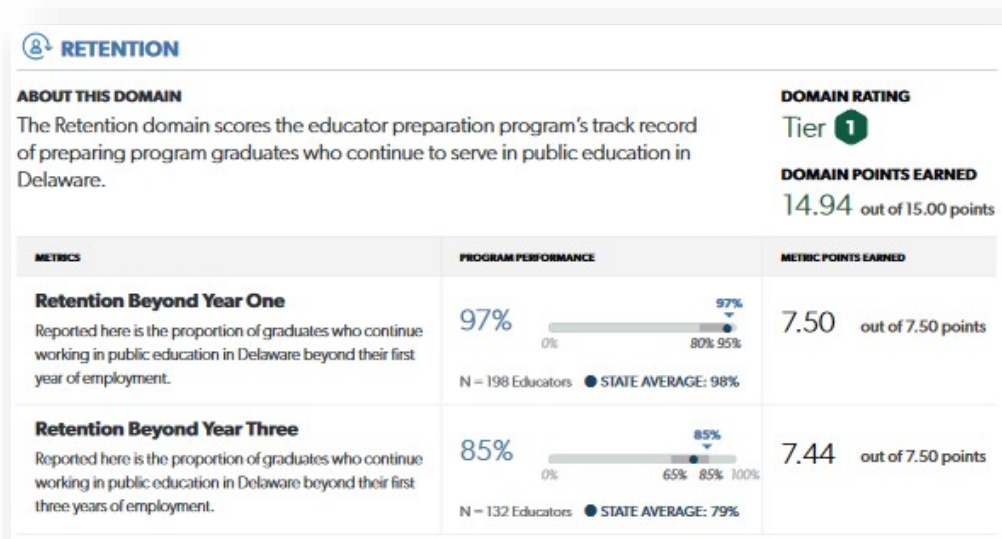
Retention Domain:

CAEP Reviewers are encouraged to click on this link [Master of Education Special Education](#) to view the most recent program scorecard. Below is a screenshot of this domain rating for 2015 (pilot year), 2016, and 2018. A Tier 1 rating was maintained from 2015-2018.

2018 Ed. Prep. Scorecard Master of Education Special Education – Retention Domain



2016 Ed. Prep. Scorecard Master of Education Special Education – Retention Domain



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2015 Ed. Prep. Scorecard Master of Education Special Education – Retention Domain

